

***FY 2003***

**Virginia**

**Department of Social Services**



***"Building On Success and the Strengths Of Our Families  
... To Assure A Future For Virginia's Children"***

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## FOREWORD

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## **Foreword**

### *"Building On Success And The Strengths Of Our Families ...To Assure A Future For Virginia's Children"*

Virginia has entrusted the Department of Social Services as the lead agency to develop and oversee the state's Child and Family Services Plan.

**Background:** The Child Welfare Services program has been a part of the Social Security Act (Act) since the Act's inception in 1935. In 1968, Congress transferred this program to Title IV, Part B of the Act. Historically, Title IV-B has provided federal formula grants to states to establish, extend and strengthen child welfare services. Under this program, services are available to all children, including the handicapped, homeless, neglected and dependent.

Major changes were made to Title IV-B under the **Adoption Assistance and Child Welfare Act of 1980 (Public Law 96-272)** to prevent the unnecessary separation of children from their families, to improve the quality of care to children and families, and to ensure permanency for children through reunification or adoption or other permanent living arrangement.

Since then, however, the increasing severity of family needs, the rising rates of child abuse and neglect reports, and the limits on resources available to the social services system have made meeting the goals of the 1980 legislation difficult.

As a result, Congress amended Title IV-B under the **Omnibus Budget Reconciliation Act of 1993 (Public Law 103-66)** by creating the **Family Preservation and Family Support Program**, added as subpart 2 to Title IV-B. The new program provided federal funding for preventive services (family support services) and services to families at risk or in crisis (family preservation services). It also required each state to integrate its focus on prevention into a comprehensive continuum of child and family services.

In order to be eligible for federal financial participation under the amended Title IV-B of the Social Security Act, a state or an eligible Indian tribe must have a comprehensive Child and Family Services Plan. The Child and Family Services Plan is defined as "*...the document, developed through joint planning, which describes the publicly-funded state child and family services continuum (family support and family preservation services; child welfare services, including child abuse and neglect prevention, intervention, and treatment services; services to support reunification, adoption, kinship care, foster care, independent living, or other permanent living arrangements).*"

The Child and Family Services Plan (CFSP) reflects the consolidated planning and reporting requirements mandated for Title IV-B programs with information from the:

- 1) Chafee Foster Care Independence Program;
- 2) Child Abuse Prevention and Treatment Act (CAPTA);
- 3) Adoption and Safe Families Act (ASFA) of 1997, revised in 2002; and,

### 4) Indian Child Welfare Act.

The consolidation of planning requirements was designed to encourage the development of a range of comprehensive, community-based services that are effective, coordinated, flexible, family-focused, and accessible to children and families.

Virginia Historical Perspective: The Virginia Department of Social Services (Department) is the designated state agency responsible for the administration of Title IV-B, subparts 1 and 2, the Chafee Foster Care Independence Program (CFCIP), and the Child Abuse Prevention and Treatment Act (CAPTA). Consequently, the construction of a comprehensive **Child and Family Services Plan** involving the consolidation of these programs was a natural outgrowth of the Department's responsibilities.

The Commonwealth of Virginia operates its social and human services programs within a state supervised, locally administered framework. As such, communities throughout Virginia traditionally purchase, develop, and/or implement family preservation, family support, time-limited reunification, and adoption services within a semi-autonomous system. Policies and procedures provided by the state help to ensure that consistent and relevant services are provided to the families and children who are at risk of abuse, neglect, exploitation, or removal.

Even before the passage of the federal **Adoption and Safe Families Act of 1997 (Public Law 105-89)**, Virginia had mandated the protection of children first, before the delivery of family preservation and/or family support services. Thus, if a child cannot be adequately protected from harm without placement and/or the family does not possess adequate strengths on which to build competent behaviors, the services will not be provided until the safety of the child has been ensured.

With the **Promoting Safe and Stable Families Amendments of 2001 (Public Law 107-133)**, Virginia will incorporate the new definitions of safe havens for infants and the encouragement of marriage into its instructions to localities and encourage their use whenever possible.

In order to carry out the legal requirements under the federal law, the communities (cities and counties) throughout Virginia were given, and they accepted, responsibility for the identification and delivery of needed family preservation, family support, reunification, and adoption services. These community-based commitments form the foundation for the Child and Family Services Plan for the Commonwealth.

The freedom to choose what mix, if any, of family preservation, support, reunification, and adoption services to provide its citizens has been left to each community in order to provide the maximum flexibility and freedom to respond directly to the results provided through the community assessment process. Beginning in FY 2000, each community was asked to provide a minimum of 20 percent of their available funding to services to reunify children with their families or prior custodians, as well as provide family preservation and family support services in accordance with the Adoption and Safe Families Act of 1997. In addition, another 20 percent of available funds were set aside at the State level to increase adoption awareness and the number of adoptions statewide as one means of ensuring permanency for vulnerable children.

## **Foreword**

Approach to Planning: Virginia's **Child and Family Services Plan** for fiscal year 2003 is a plan that reflects the current effort to improve our ability to measure outcomes and success/failure in service delivery. During fiscal year 2003 the Department will continue to collect useful data that will provide a realistic foundation for decision making in support of prevention and preservation services, child protective services, foster care, and adoption services.

The Department will also continue to build on the successes that have become systemic to the delivery and management of services to children and families in the Commonwealth of Virginia. These successes are:

- ◆ Protecting the health and safety of the children and families served;
- ◆ Continued encouragement of interagency collaboration and cooperation;
- ◆ Building strong public and private sector partnerships;
- ◆ Developing, supporting and encouraging initiatives which foster an environment for people to become and remain self-sufficient; and
- ◆ Ensuring that services are child-centered, family-focused, and community-based.

The CSA (Comprehensive Services Act for At-Risk Youth and Families) model of interagency collaboration and parent (consumer) participation served as the framework to define and implement the state's plan to carry out the federal Family Preservation and Family Support Services legislation in the 1993. The use of the CSA model will continue under the Safe and Stable Families Program in order to:

- ◆ Increase interagency collaboration in service delivery and management;
- ◆ Coordinate funding of services across agencies;
- ◆ Contain the costs of expensive residential care;
- ◆ Coordinate training and public education across agencies and barriers; and,
- ◆ Expand family-focused, community-based early intervention and prevention services.

### **Vision Statement**

#### **The Child and Family Services Vision for the Commonwealth of Virginia is:**

Families, neighborhoods, service providers, and the government collaborate to develop and implement a child and family service system that:

- ◆ Keeps children and family members safe at all times;
- ◆ Builds on the resources and strengths of families;
- ◆ Offers a continuum of services for children and families that is family-focused, community-based, easily accessible, and respectful of cultural and community characteristics; and
- ◆ Links child and family social services to other child and family services and service delivery systems in each community, and to the courts to ensure that families have access to comprehensive services to meet their individual needs.

### **Mission Statement**

#### **The Mission of the Commonwealth of Virginia's Department of Social Services is to serve Virginia's citizens in need by:**

- ◆ Providing services that nurture human dignity;
- ◆ Creating and maintaining a stable environment for Virginia's children and families;
- ◆ Promoting responsible parenting;
- ◆ Establishing the infrastructure that allows for the delivery of services at the local level; and,
- ◆ Fostering independence.

### **Philosophy**

Customer needs drive everything we do. Our services must acknowledge our customers as part of a family system and empower them by building on their competencies. Our programs must engage the community in service delivery and be sensitive to multi-cultural populations.

CHILD AND FAMILY SERVICES PLAN 2003

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**GOAL**

**To ensure the safety and well-being of every child and family member for whom services and/or resources are provided under the Adoption and Safe Families Act (as revised).**

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**OBJECTIVE 1:      Keep the rate of substantiated child abuse among families referred for family preservation and family support services below federal standards during the period of service delivery.**

STRATEGIES

1. Collect sufficient data on children and families referred to the Promoting Safe and Stable Families Program to accurately assess likely risk of abuse during and after service delivery.
2. Help localities develop and provide services specially targeted to these most at-risk children and their families
3. Track families during service delivery to determine whether any reports of abuse/neglect are received and processed.
4. In coordination with Child Protective Services Staff, help develop a method of determining the most seriously at-risk children and develop services to meet the needs of these children and their families.

OUTCOME MEASURE

The percentage of families referred to the Promoting Safe and Stable Families Program who experience an incident of alleged abuse/neglect within the period of service delivery.

**OBJECTIVE 2:      Reduce the number of children served by the Promoting Safe and Stable Families Program who enter foster care from previous year's number.**

STRATEGIES

1. Assist the localities to develop tools to identify the children most at risk and to provide services that specifically address the service needs of these children and their families.
2. Identify those families referred to Promoting Safe and Stable Families program whose children enter foster care at any time during service delivery.

3. Coordinate with other agencies such as Comprehensive Services Agency to provide foster care prevention services.

**OUTCOME MEASURE**

The percentage of children accepted for services under the Promoting Safe and Stable Families Program, who enter foster care during service delivery compared to the number from the previous year.

**OBJECTIVE 3:      Increase the number of children returned home or to a prior custodian without a recurrence of foster care placement during reunification service delivery or after completion of family preservation services following reunification.**

**STRATEGIES**

1. Provide adequate services to both children and families pre- and post-reunification to ensure minimal opportunity for reunification disruption. Post-reunification services will be charged to family preservation, not reunification.
2. Reunify children with parents or prior custodians as specified by the Adoption and Safe Families Act of 1997, and as revised in January 2002.
3. Provide technical assistance, training, and education to localities to increase the amount of time, money, and services spent of reunification of children with their parents/prior custodians.
4. Conduct statewide training on short- and long-term reunification models.
5. Monitor localities quarterly to determine progress being made in adding reunification services.

**OUTCOME MEASURES:**

1. Number of children returned home or to prior custodian without recurrence of foster care placement during period of service delivery.
2. Number of children returned home or to prior custodian without recurrence of foster care placement within 12 months after completion of service delivery.
3. Percentage change in number of children being reunified with their families.
4. Number of training sessions on reunification.

**OBJECTIVE 4:      Increase the well-being of children and families served under the Promoting Safe and Stable Families program.**

**STRATEGIES**

1. Provide adequate support to children and families receiving services to enable them to build upon personal strengths and successfully complete the period of service delivery.
2. At the local and state levels, continually re-assess the need for services and resources (through the community assessment process) to ensure that the services most needed are provided to those children and families who need them.
3. Ensure the ongoing recruitment of, and membership on, local and state level advisory committees by parents/consumers in order to identify and provide the most needed and relevant services.
4. Ensure that every effort is made to get all localities to fully participate in the Promoting Safe and Stable Families Program by providing needed services and using all available funds to provide those services.

**OUTCOME MEASURES**

1. The percentage of children and families who successfully complete the period of service delivery.
2. The percentage of cases served that are closed to the Promoting Safe and Stable Families Program without a re-opening and/or a complaint of child abuse/neglect within twelve months of closure.
3. The number of agencies and staff (public and private) trained in the appropriate use of The Promoting Safe and Stable Families Program, as revised by Congress.
4. The increase in the number of parents/consumers who participate in state and local Advisory committees on family preservation and support.
5. An increase in the Title IV-B, subpart 2 funding, the Comprehensive Services Act Prevention funding, and the foster care prevention funding used for services by the localities.

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**GOAL**

**Strengthen the development of healthy families who insure the safety and well-being of their children; protect children in at-risk situations, and ensure they are protected from abuse and neglect in a permanent setting responsive to their well-being.**

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**OBJECTIVE 1:      Children are, first and foremost, protected from abuse and neglect.**

**STRATEGIES**

1.      Implement Differential Response System (DRS) Reform Legislation.
2.      Promote and participate in work session models for quality management approaches to multi-disciplinary and interagency team efforts that provide annual and on-going training and technical assistance to professionals in regional areas of Virginia by the use of protocols to improve local response to child abuse investigations.
3.      Continue to develop and implement CPS program policy 1) that enhances risk and safety assessment tools and protocols to better ensure the safety of children; 2) that is amenable to community-based models and best practice; and 3) that increase service options.
4.      Monitor compliance with policies published in January 2002 to support CPS/ DRS regulations. In addition, improve compliance with more established policies, such as those relating to timely case dispositions and the documenting of the rationale for level and risk ratings. Increase supervision of child emergency removals, and written approvals of case disposition and risk classification.
5.      Improve service options/resources for child victims and perpetrators of family violence.
6.      Monitor the use of safety assessment tools developed to be used with CPS Reform implementation in both family assessments and investigations.
7.      Develop cross training and education initiatives with the Department of Health and the Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS) on the effects of parental substance use on child health, development, and safety.
8.      Develop a comprehensive Integrity Program to assess child safety, child stability, and child and family well-being.
9.      Strengthen the role of CPS in prevention, investigation, and services delivery to families in all CPS cases involving child fatalities.
10.     Continue initiatives to provide improved access to and availability of CPS Information.

11. Ensure the 24-hour operation of the State Child Abuse and Neglect Hotline and acceptance of child and adult abuse/neglect reports, and non-caretaker child sexual assault reports.
12. Provide advocacy for services to victims of child abuse through support of programs such as CASA, Prevent Child Abuse Virginia, and the Governor's Advisory Board on Child Abuse and Neglect.
13. Continue to disseminate four discipline-specific handbooks on the recognition, reporting and management of suspected child abuse and neglect to child care providers, teachers, and health care providers, as well as the interdisciplinary information booklet on the abuse and neglect of children with disabilities, and brochures to use in designated out-of-family investigations settings, along with other information brochures and packets.
14. Develop and distribute an informational brochure for mandated reporters and community service providers on recognizing and reporting suspected child abuse and neglect.
15. In partnership with the Division of Licensing Programs, co-sponsor regional workshops for child care providers on the recognition, reporting, and management of suspected child abuse and neglect.
16. Upon request, and as needed, provide training on the recognition, reporting and management of suspected abuse and neglect to mandated reporters.
17. Implement new legislation requiring teacher training in child abuse recognition and reporting as part of the teacher licensure process by 2004.
18. Participate on advisory committee to the Virginia Institute for Developmental Disabilities at Virginia Commonwealth University in developing on-line training modules for health care providers on abuse and neglect of persons with disabilities. This initiative is a result of a "Project of National Significance Award" from the U.S. Administration on Developmental Disabilities and is a national training project.
19. Continue to distribute the Hospital Protocol for Child Abuse to health care providers and allied professionals, upon request.
20. Monitor out of family policy compliance by local departments of social services through regularly scheduled readings of selected case records and site visits, as appropriate.

**OUTCOME MEASURES**

1. Ninety percent (90%) of files reviewed, initiation of investigations and family assessments on reports of child maltreatment are made in a timely manner.

2. In files reviewed, there is less than six (6%) percent reoccurrence of child abuse and neglect of all children who were victims of substantiated child abuse and/or neglect within the same fiscal year.

**OBJECTIVE 2: Children are safely maintained in their own homes whenever possible and appropriate.**

**STRATEGIES**

1. Provide advocacy for services to victims of child abuse through support of programs such as CASA.
2. Support and advocate for interdisciplinary efforts for improved treatment resources for victims of child abuse and neglect.
3. Structured decision making models will be explored and analyzed in order to provide services in ongoing CPS cases that are regularly reviewed for changes in risk elements.
4. Develop a comprehensive Integrity Program to assess child safety, child stability, and child and family well-being.
5. Support and advocate for interdisciplinary efforts for improved treatment and prevention resources for victims of child abuse and neglect.
6. Provide advocacy for prevention services and for services to victims of child abuse through support of programs such as Prevent Child Abuse Virginia
7. Publish the Virginia Child Protective Services Newsletter three times per year to provide research on current issues to an estimated 12,000 professionals, individuals and agencies in the field of child abuse and neglect.
8. Revise and update the CPS Information Packet Virginia Cares About Children to include incorporation of information on Differential Response for dissemination to the general public and professionals.
9. Administer and monitor the Healthy Families of Virginia budget initiative that provides for in-home prevention services, supplemented by parent education classes, for new parents and families with infants and young children. There are 36 Healthy Families sites serving over 86 communities across Virginia. The initiative also provides funds for Prevent Child Abuse Virginia to provide technical assistance, training coordination, evaluation, and quality assurance.
10. Coordinate the development of a statewide plan for the prevention of child abuse and neglect by July 2003.

**OUTCOME MEASURE**

Risk of harm to children is adequately assessed to ensure children are safely maintained in their own homes whenever possible and appropriate.

**OBJECTIVE 3: Enhance Statewide Automated Information Systems**

**STRATEGY**

1. Continue initiatives to provide improved access to and availability of CPS Information.

**OUTCOME MEASURES**

1. CPS users view the OASIS system as meeting their needs.
2. The OASIS system is making substantial progress toward being usable and stable for CPS workers.
3. The CPS Program's web sites provide up-to-date CPS data information for the public, and for national and local organizations.

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**GOAL**

**Increase safety, permanency, and well-being of children in foster care.**

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**OBJECTIVE 1:      Increase permanency for children in care through the achievement of permanency plans goals.**

**STRATEGIES**

1. Collaborate with the Court Improvement Project of the Supreme Court.
2. Utilize Permanency Planning Resource Center to facilitate statewide regional training and consultation on concurrent planning by June 30, 1993.
3. Provide statewide training and technical assistance to local agencies on policy and procedures and proposed enhancements that target safety and achieving permanency for children.
4. Utilize OASIS to provide information and feedback to local agencies on progress made toward meeting the timelines for hearings and reviews of children in care, increasing the percentage of children reunified within 12 months of their entry into care, and increasing the percentage of children adopted within 24 months of their entry into care.
5. Explore alternative options and permanency goals for children such as kinship care/guardianship.
6. Develop on-going training for local workers on permanency planning, including options and appropriate goals for children with emotional and/or physical disabilities and adolescents in care.
7. Assess potential barriers to timely reunification for children with the goal of return home and strengthen policy to assure safety of children who are returning home.
8. Assess compliance with requirements for filing to terminate parental rights for children who have been in foster care 15 of the most recent 22 months. Assess barriers to termination of parental rights and determine the need for policy changes to address these barriers.
9. Identify and implement changes to existing policy and procedures to ensure safe and timely reunification of children with their families.
10. Assess parental and foster parent participation in service planning, case reviews, and court hearings.



11. Assess the frequency of visitation between children in care and their parents and siblings.

**OUTCOME MEASURES**

1. The percentage of children exiting foster care due to reunification, adoption, or placement with a relative.
2. Of all the children who were reunified with their parents or caretakers at the time of discharge from foster care, the percentage who were reunified in less than 12 months from the time of the latest removal for home.
3. Of all children who entered care during the year, the percentage who re-entered foster care within 12 months of a prior foster care episode.
4. Percentage of children who have been in care for at least 15 out of 22 months for whom a termination of parental rights petition has been filed.

**OBJECTIVE 2: Increase stability for children by decreasing the number of placement disruptions children experience.**

**STRATEGIES**

1. Analyze OASIS data to determine movement of children. Identify cases where children in care have had more than two placements within 12 months of entry into care. Assess reasons for placement disruptions and determine what policy changes and training are needed to reduce placement disruptions.
2. Provide training and support to foster parents to enhance skills and support regional efforts to recruit foster and adoptive homes.
3. Facilitate provision of respite care services to foster parents.
4. Revise foster family rate structure effective July 2003.

**OUTCOME MEASURES**

1. Of all children served who have been in foster care less than 12 months from the time of the latest removal from home, the percentage with two or less placements in a 12-month period.
2. The percentage of children entering care who had a previous episode of placement within 12 months.

**OBJECTIVE 3: Increase safety of placements and reunification.**

**STRATEGIES**

1. Integrate child protective services risk assessment guidelines for placement into foster care policy and practice statewide.
2. Integrate statewide foster care workgroup recommendations into policy, procedures, and training that will improve safety for children in care and being reunified.
3. Develop regulations for background checks on all adults before a child in care is reunified with family and/or other caretakers. Involve the Virginia State Police and local police departments regarding criminal background checks.

**OUTCOME MEASURE**

Percentage of children with a founded child protective services complaint while in a foster care placement.

**OBJECTIVE 4:      Assure the adequacy of medical, dental, and educational services provided to foster children in order to improve child well-being.**

**STRATEGIES**

1. Enhance OASIS screens to provide information on children's education and medical needs, and provide OASIS training to increase utilization, which will produce accurate statewide data.
2. Assess the frequency with which physical and dental exams are occurring as required.
3. Examine a sample of statewide foster care cases and identify the percentage of children whose identified educational needs are being met.

**OUTCOME MEASURE**

Percentages of foster care children whose medical/dental needs, mental health needs, and educational needs are met, as identified in a statewide sample of cases.

**OBJECTIVE 5:      Increase the availability of community-based placement settings and services for children in order to improve child well-being and reduce group home or institutional placements of children.**

**STRATEGIES**

1. Continue to work with CSA (Comprehensive Services Act) agencies to encourage development of community-based services such as treatment foster care.

2. Continue support of the Virginia Foster Care Association (VFCA) by:
  - a. Providing staff liaisons to VFCA to assist in advocating for services for children and the recruitment of foster/adoptive families.
  - b. Providing funding to support VFCA members' participation in training and conferences.
  - c. Providing technical and administrative support to the VFCA.
3. Promote public/private partnerships to increase the availability of foster and adoptive homes that represent the ethnic and racial diversity of children in foster care and are sensitive to the needs of children and their families.
4. Review rate structure for foster families and continue to provide insurance coverage and respite care services for foster parents.
5. Continue collaboration with the adoption unit in planning and implementing recruitment efforts for appropriate family homes.
6. Provide training for child welfare workers and foster/adoptive parents to enhance their ability to adequately manage the needs of children with special physical or emotional needs and teenagers.
7. Survey foster parents to assess training and service needs.

**OUTCOME MEASURES**

1. Percentage of children placed in a group home or an institution, by age groupings.
2. Percentage of children placed in foster/family homes, by age groupings.

**OBJECTIVE 6: To enhance compliance with federal Title IV-E eligibility requirements.**

**STRATEGIES**

1. Implement annual court review of children in permanent foster care, based on new legislation, and ensure all children in foster care have annual court reviews with appropriate findings.
2. Provide training for local department of social services eligibility and service workers on the Department's Title IV-E eligibility criteria by December 2002.
3. Provide assistance to local departments of social services to improve assessment of eligibility for Title IV-E.

**OUTCOME MEASURE**

Percentage change in the number of Virginia children appropriately eligible for Title IV-E reimbursement.

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**GOAL**

**Foster care youth will successfully transition to self-sufficiency as adults.**

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**OBJECTIVE 1: Enhance services that assist foster care youth in making the transition to self-sufficiency.**

**STRATEGIES**

1. Define and identify “those children likely to remain in foster care” and develop “objective criteria for eligibility and ensuring fairness to beneficiaries” by May 31, 2003.
2. Assess the impacts of expanding the eligibility range for independent living services and set new age limits as provided by CFCIP by May 31, 2003.
3. Assess barriers to the employment of foster care youth, including the state’s income exclusion limit by May 31, 2003.
4. Increase local agencies’ participation in the program with eligible youth in care to 100 percent by May 31, 2004.
5. Strengthen policy and training to ensure that youth entering the independent living program participate directly in designing their own program activities and have a transitional living plan.
6. Revise and monitor quarterly reports to collect relevant data related to transitional living plans.

**OUTCOME MEASURES**

Number and percent of youth receiving types of independent living services.

**OBJECTIVE 2: Ensure that youth receive the education, training and services necessary for self-sufficiency.**

**STRATEGIES**

1. Increase the number of children discharged from foster care with a high school diploma or GED.
2. Increase the number of foster care youth attending college or vocational training.

3. Develop the Virginia Youth Advisory Council in the five regions and expand its newsletter.
4. Continue to support five regional Independent Living Program Coordinators Networks and their activities.
5. Collaborate with the Welfare-to-Work Program to ensure that current and former foster care youth are served and tracked.
6. Develop an ILP resource library on the state level to be utilized by IL staff and local agencies by October 1, 2002.
7. Create an information and referral service for housing, college financing and Independent Living resources for the youth by March 30, 2003.
8. Assess existing special initiatives for work stipends and job readiness training for effectiveness and outcomes by May 31, 2003 and replicate successful programs as resources allow.
9. Increase the use of the Virginia Tuition Grant for community colleges by current and former foster care and adoption subsidy recipients by May 31, 2003.

**OUTCOME MEASURE**

Number and percent of foster care youth graduating from high school or receiving a GED.

**OBJECTIVE 3:      Develop a comprehensive package of services to support former foster care youth, ages 18 to 21.**

**STRATEGIES**

1. Collaborate with other agencies and organizations to develop room and board and housing options for former foster care youth.
2. Develop a pilot project to offer housing services by May 31, 2003.
3. Determine the fiscal impact of extending Medicaid coverage to former foster care youth to age 21 and work with staff of Department of Medical Services to extend Medicaid coverage to former foster care youth by May 31, 2003.
4. Create an alumni component of the Virginia Youth Advisory Council to serve as mentors for youth and advisors to the program by May 31, 2004.
5. Continue to support the Virginia Independent Living Educational Trust Fund and develop other sources of funding by March 31, 2004.

**OUTCOME MEASURE**

Number of youth attending college or in other post-secondary education.

**OBJECTIVE 4:      Monitor the effectiveness of the program.**

**STRATEGIES**

1. Develop methods to improve data collection on Independent Living services for youth and continue to work with OASIS to capture service delivery to discharged youth to enable data collection on federal outcome measures to begin by October 1, 2003.
2. Develop a system of outcome measures to assess the program services in accordance with CFCIP requirements by October 1, 2003.
3. Refine the approval process and the criteria for evaluating the effectiveness of special initiatives and demonstration projects by June 1, 2003.
4. Identify resources necessary to track and assess program impacts on former foster care youth.
5. Complete development of a tracking and assessment system for discharged youth, assuming resources are identified by October 1, 2003.
6. Provide ongoing training and technical program assistance to local agencies as they develop, implement, and evaluate their Independent Living Programs.
7. Develop an ILP Coordinators newsletter to distribute to local agencies on a bi-monthly basis.
8. Pilot a process to collect service outcome data through interviews with youth emancipating from foster care.

**OUTCOME MEASURES**

Outcome measure data collection in place that is in compliance with federal requirements.

Number and percent of youth emancipated from foster care who report receiving effective independent living services.

**OBJECTIVE 5:      Provide personal and emotional support to youth through mentoring and lasting relationships with positive adult role model**

**STRATEGIES**

1. Revise the Independent Living segments of Foster Care New Worker training by May 31, 2003.
2. Assess special initiatives for staff and mentoring programs for effectiveness in terms of numbers of youth served and outcomes by May 31, 2003.
3. Replicate successful mentor and volunteer programs by September 30, 2003.
4. Develop and implement comprehensive Independent Living training for foster parents and staff by September 30, 2003.

**OUT COME MEASURE**

Number and percent of youth emancipated from foster care who report having an adult connection in the community.



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## **GOAL**

**To ensure that children have permanency and stability in their living situations by increasing awareness of adoption; and improving services and systems to support adoption as a positive permanency option for children.**

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**OBJECTIVE 1: To increase each year the number of children with termination of parental rights who achieve adoption.**

### STRATEGIES

1. To provide diligent recruitment efforts for potential adoptive parents who reflect the ethnic and racial diversity of children in foster care.
2. To recruit and use adoptive families across state and other jurisdictional lines.
3. To ensure efforts are being made to identify adoptive families for children with the goal of adoption and for whom termination of parental rights has occurred.

### OUTCOME MEASURE

The number of children with termination of parental rights who achieve adoption compared to the number of children from the previous year.

**OBJECTIVE 2: To ensure children exit foster care to a finalized adoption within 24 months of removal from their parents or prior custodian.**

### STRATEGIES

1. To identify children waiting for more than six months after termination of parental rights for placement and the reasons for the wait.
2. To contract with private agencies and other resources to provide services designed to help children in foster care be placed for adoption.
3. To work collaboratively with the Foster Care Unit to develop and implement strategies for concurrent planning, dual licensure, and conversion of treatment foster parents to adoptive parents and to eliminate barriers to timely adoption for children in foster care.
4. To work collaboratively with the Court Improvement Project to identify and eliminate legal barriers to timely termination of parental rights and the placement of children for adoption.

OUTCOME MEASURE

The number of children who achieve adoption within 24 months of entry into care.

**OBJECTIVE 3: To ensure child and family well-being by providing services that enhance the family's capacity to provide for their children's needs.**

STRATEGIES

1. To maintain a statewide system of adoption services that provides services for all children who are living in Virginia and who have been adopted.
2. To provide Adoption Assistance to ensure that children with special needs achieve the goal of adoption.
3. To provide health care coverage for all children with special needs who receive adoption assistance.

OUTCOME MEASURES

1. The number of families who have enhanced capacity to provide for their children's needs, as a result of receiving services through the statewide system of adoption services.
2. The number of children who receive appropriate services to meet their educational needs, as a result of receiving services through the statewide system of adoption services
3. The number of children who receive adequate service to meet their physical and mental health needs, as a result of receiving services through the statewide system of adoption services.
4. The number of children who received adoption assistance.
5. The number of children who receive ICAMA services.

**OBJECTIVE 4: To enhance the capacity of the Adoption Program to meet the needs of children and families served.**

STRATEGIES

1. To periodically review laws and policies to identify and eliminated barriers to adoption.
2. To work collaboratively with other organizational units to address policy and training barriers.

3. To involve external community stakeholders and other organizational stakeholders in the development of the plan to increase awareness of adoption; and to improve services and systems to support adoption.
4. To initiate and/or support legislative changes that will facilitate timely adoption for children in foster care

**OUTCOME MEASURE**

The number of children who have permanency and stability in their living situations through finalized adoptions.

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## **GOAL**

**To coordinate, develop and deliver a system of child welfare training as identified through periodic needs assessments and changes in practice and technology, that is designed to provide policy, program and skills development training for the service team of child welfare providers, state and local department staff, foster and adoptive parents, and other child welfare service providers working in collaboration with the department to provide services to children and their families.**

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**OBJECTIVE 1: To strengthen the skills and knowledge of staff at all levels (both state and local) for more effective planning and delivery of child welfare services, in the context of safety, permanence, and well-being for children.**

## STRATEGIES

1. Throughout the plan period, offer policy and procedure training on Title IV-B (subpart 2), Foster Care Prevention, Foster Care and Adoption Programs in each region at least once per year, and in Child Protective Services Program in each region at least twice per year.
2. Review and revise, as needed, policy and procedures curriculum at least every 24 months to correspond with changes in federal and state law/regulation, and to reflect trainee feedback from post-training questionnaires.
3. Develop, strengthen, and facilitate training opportunities and requirements for individuals overseeing and providing services to children and their families through the child welfare system.
4. Coordinate policy and procedure training to dovetail with skills training wherever practical.
5. Continue to develop and expand competency-based skills training using public-private sector partnerships.
6. Facilitate ongoing collaborative training between domestic violence professionals and CPS professionals, to highlight similarities and difference in the programs, and strategies to work together to protect children and family members.

## OUTCOME MEASURES

1. Local workers are able to apply policy and procedures appropriately.

2. Better trained CPS workers, statewide, as evidenced by monitoring results of investigations and OASIS assessment files, reduces the recurrence of maltreatment.
3. Improved investigations, case management and documented files, as evidenced by OASIS file monitoring, improves the chances that children are safely maintained in their own homes and in foster care settings.
4. Increased numbers of social workers trained in dynamics of domestic violence, which will assist in protecting children from abuse and neglect.

**OBJECTIVE 2:      To prevent conditions which impede development of healthy families by providing skills training to foster and adoptive parents.**

**STRATEGIES**

1. To refocus funding and support for training foster parents and use of the Foster and Adoptive Care Training System (FACTS) program by:
  - a) Developing options for providing pre-service and in-service training for foster parents, including use of public university resources.
  - b) Reviewing and monitoring FACTS contracts by conducting an annual survey, analyzing the results, and providing feedback to the contractors.
2. Continue to encourage local departments of social services to support foster/adoptive parent training and related activities by making application for Title IV-E Pass-Through funding by:
  - a) Annually announcing through broadcasts and describing the process for submitting a training plan for Title IV-E Pass-Through funds for purchase and administrative costs associated with foster/adoptive parent training
  - b) Ongoing monitoring, in collaboration with the FACTS Regional Coordinators, of local agency programs and make necessary changes to reporting requirements.
  - c) Throughout the plan period, in collaboration with the FACTS Regional Coordinators, work to increase the number of agencies taking advantage of this additional resource for foster/adoptive parent training.
3. Develop strategies to ensure that foster and adoptive parents receive the basic skills and knowledge needed to nurture foster care children and support their permanency plans.

**OUTCOME MEASURE**

Increase in number of local departments that require pre-service and in-service training for foster and adoptive parents.

**OBJECTIVE 3: To increase staff skills and efficiency in the use of automated office equipment and managing workloads.**

**STRATEGIES**

1. Support opportunities for training in the use of computer programs that can facilitate work output in a more effective and efficient manner.
2. Support opportunities for staff to participate in one-day seminars that are sponsored by national companies presenting in multi-states/multi-cities on topics such as managing projects, how to supervise people, filing, etc.

**OBJECTIVE 4: Provide opportunities for staff to participate in seminars, conferences and meetings that address topics focused on their specific child welfare programmatic challenges to enable them to be more productive and effective in their work.**

**STRATEGIES**

1. Identify and budget for annual training meetings that focus on specific child welfare populations/programs, i.e., National Conference on Child Abuse and Neglect.
2. Staff have access to the latest research findings, federal and national legislation, and best practice standards reflected in professional conduct, expert technical consultation to local departments, and assuring state compliance with federal standards for this Department.
3. Subscribe to publications that provide information to staff on current issues in child welfare, practice issues, and general program updates.
4. Maintain memberships in national organizations that provide training on specific child welfare populations, i.e., adoption, foster care, independent living, interstate/intercountry child placement, child abuse and neglect, etc.

**OUTCOME MEASURE**

Staff have access to the latest research findings, federal and national legislation, and best practice standards, as measured by the ability of state and local staff to utilize these resources in their daily practices, which ultimately result in reduced recidivism and dependence.

**OBJECTIVE 5: To assure preparation of qualified public child welfare workers in child protective services, foster care, family preservation, and adoption with a focus on community-based services.**

**STRATEGY**

Oversee the Child Welfare Stipend Program contracts with Norfolk State University (NSU), Virginia Commonwealth University (VCU), and Radford University (RU) to provide stipends and tuition for BSW and MSW level students interested in working in child welfare.

**OUTCOME MEASURE**

Numbers of students receiving stipends and who obtain public child welfare employment.

**GOAL**

**To ensure that the Commonwealth of Virginia is in compliance with ICWA, 1978, ACYF-PI-CB-95-12, dated 8-11-95. [Under the 1978 ICWA, Indian tribes were granted certain rights involving Indian children. In 1994 Federal law was passed requiring states to consult with tribes and tribal organizations within the state in developing its state plan for Family Preservation, Child Protection, Foster Care and Adoption.**

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**OBJECTIVE 1: To collaborate with the Virginia Council on Indians to bring Virginia into compliance with the 1994 federal policy issuance for ICWA.**

**STRATEGIES**

1. Maintain ongoing contact/communication with the Virginia Council on Indians.
2. Consult with the individuals designated by the Department and the Virginia Council on Indians to develop a formal or informal agreement for working together on common child welfare issues and concerns within a time frame determined by the Council.

**OUTCOME MEASURES**

1. Continue dialogue and involvement of Virginia Council on Indians to assure continuity of family relationships and connections is preserved for Indian children.
2. To assure that Virginia's child welfare planning practice keeps with the spirit of the Indian Child Welfare Act pursuant to ICWA, 1978, ACYF-PI\_CB-95-12, dated 8-11-95.

**OBJECTIVE 2: To collaborate with the Virginia Council on Indians to develop a plan for interaction and federal reporting should federal recognition be given to one or more tribes.**

**STRATEGIES**

1. Work with the leadership of the Virginia Council on Indians if Congress takes action to declare Virginia tribes as federally recognized tribes to identify responsibilities and to begin planning and fiscal reporting.
2. Facilitate meetings and training sessions between the Virginia Council on Indians and the Administration for Children and Families to ensure a smooth transition to federal recognition.



**OUTCOME MEASURE**

A written Memorandum of Understanding between the Department and the Virginia Council on Indians after federal recognition.

**GOAL**

**To evaluate and provide support and information on child welfare services programs at the state, regional, and local levels.**

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**OBJECTIVE 1: To complete the development and implementation of the Virginia Online Automated Services Information System (OASIS).**

**STRATEGIES**

1. Complete the data collection component of OASIS by adding adult services, adult protective services, day care, court and home studies, family preservation, and interstate adoption and placement of children.
2. Complete the design and writing of management reports for use of OASIS data so that localities, the regions, and the state may use the organized data to analyze effectiveness, determine progress/failure in service delivery, and monitor agency and individual workloads.
3. Complete the financial component of OASIS so that the costs of services are incorporated into the service information system, thereby allowing Virginia to conduct comparative cost analyses as well as analyses of service effectiveness.

**OUTCOME MEASURE**

Fully operational OASIS system providing data and reports on a regular basis to local, regional, state, and national staffs.

**OBJECTIVE 2: To measure progress toward meeting the goals and objectives of the Child and Family Services Plan (CFSP) by using OASIS data and management reports.**

**STRATEGIES**

1. Utilize OASIS data and management reports to determine progress toward meeting goals and objectives of the Child and Family Services Plan (CFSP).
2. Identify management reports and data that will be provided to localities, regions, and the state for monitoring and review purposes.
3. Begin using OASIS data and management reports to assist in resource allocation and decision-making for service evaluation.

4. Begin using OASIS data and management reports to target services and resources to areas with the greatest need within the Commonwealth.
5. Use OASIS and other data to explore the relationship between child welfare services and welfare reform.
6. Implement regular reports that indicate the status, demographics, location, and goals for all children in foster care in the State.
7. Provide semi-annual AFCARS (Automated Foster Care and Adoption Reporting System) data to DHHS from which outcomes for foster care children can be determined.

**OUTCOME MEASURES**

1. OASIS data and management reports provide essential information that can be used to determine whether or not each goal and objective in the Child and Family Services Plan has been met.
2. AFCARS reporting meets federal requirements for completeness, accuracy, and timeliness.

**OBJECTIVE 3: To successfully pass the federal Child and Family Services review.**

**STRATEGIES**

1. Develop and implement strategies to prepare staff and stakeholders for the statewide and on-site federal Child and Family Services Review in 2003.
2. Conduct a preliminary statewide assessment of systemic factors and safety, permanency and well being outcomes.
3. Identify and incorporate necessary enhancements into Virginia's foster care information, case review and quality assurance systems.
4. Identify status of statewide service array, staff training, and foster parent recruitment, licensing and retention processes.
5. Consult and coordinate with external community stakeholders to address their concerns about the department's planning, operations and evaluations of child and family services.

**OUTCOME MEASURE**

Achieve substantial conformity for each of the 14 outcomes and systemic factors under review.

BUDGET

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**CFS-101, PART I: ANNUAL BUDGET REQUEST FOR TITLE IV-B, SUBPART 1 & 2 FUNDS, CAPTA, AND  
CHAFEE FOSTER CARE INDEPENDENCE PROGRAM (CFCIP)  
FISCAL YEAR 2003 OCTOBER 1, 2002 through SEPTEMBER 30, 2003**

1. State or ITO Virginia	2. EIN: 540959533
3. Address: Commonwealth of Virginia Department of Social Services 730 East Broad Street Richmond, Virginia 23219-1849	4. Submission:  [X] New      [ ] Revision
5. Estimated title IV-B, Subpart 1 Funds (25% State match required)	\$6,582,505 + \$2,194,168 (25% match) = \$8,776,673
6. Total Estimated title IV-B, Subpart 2 Funds (This amount should equal the sum of lines a – f.) (25% State match required)	\$8,732,740
a) Total Family Preservation Services	\$1,939,867
b) Total Family Support Services	\$1,939,866
c) Total Time-Limited Family Reunification Services	\$2,183,185
d) Total Adoption Promotion and Support Services	\$1,746,548
e) Total for Other Service Related Activities (e.g. planning)	\$ 50,000
f) Total Administration (not to exceed 10% of the estimated allotment)	\$ 873,274
7. Re-allotment of Title IV-B, Subpart 2 funds for State and Indian Tribal Organizations (25% State match required)	
a) Indicate the amount of the State's/Tribe's allotment that will not be required to carry out the Promoting Safe and Stable Families Program. \$0	
b) If additional funds become available to States and ITO's, specify the amount of additional funds the State or Tribes is requesting. \$1,000,000	
8. Child Abuse Prevention and Treatment Act (CAPTA) Basic State Grant Only (no State match required)	
Estimated BSG Amount \$536,471, plus additional allocation (\$200,000), as available.	
9. Estimated Chafee Foster Care Independence Program (CFCIP) funds (20% State match required)	\$2,118,895
10. Re-allotment of CFCIP Funds (20% State match required).	
a) Indicate the amount of the State's allotment that will not be required to carry out CFCIP \$.	
b) If additional funds become available to States, specify the amount of additional funds the State is requesting \$300,000.	
11. Certification by State Agency and/or Indian Tribal Organization.	
The State agency or Indian Tribe submits the above estimates and request for funds under title IV-B Subpart 1 and/or 2, of the Social Security Act, CAPTA BSG and CFCIP, and agrees that expenditures will Be made in accordance with the Child and Family Services Plan, which has been jointly developed with, And approved by, the ACF Regional Office, for the Fiscal Year ending September 30.	
Signature and Title of State/Tribal Agency Official Signed by: <i>David Mitchell on 6-26-02</i>	Signature and Title of Regional Office Official Approved by: <i>David Lett on 8-21-02</i>
Date	Date

**CFS-101 PART II ANNUAL SUMMARY OF CHILD AND FAMILY SERVICES**

OMB APPROVAL #0980-0047 Approved through 5/312002

STATE or ITO: Virginia

For FY OCTOBER 1, 2002 TO SEPTEMBER 30, 2003

	ESTIMATED EXPENDITURES BY PROGRAM (IN THOUSANDS)										(k) NUMBER TO BE SERVED [X] Families [ ] individuals	(l) POP. TO BE SERVED	(m) GEOG. AREA TO BE SERVED
SERVICES/ACTIVITIES	Title IV-B		(c) CAPTA*	(d) CFCIP	(e) TITLE IV-E	(f) TITLE XX (SSBG)	(g) TITLE IV-A	(h) TITLE XIX (Medicaid)	(i) OTHER FED PROG.	(j) STATE/LOCAL DONATED FUNDS			
	(a) I-CWS	(b) II-PSSF											
1) PREVENTION & SUPPORT SERVICES (Family Support)	0						0	0	0	\$484,967	39,000	All eligible children	Statewide
2) PROTECTIVE SERVICES	0		\$536,471			0	0	0	0	0	30,756	Reports of abuse/neglect	Statewide
3) CRISIS INTERVENTION (Family Preservation)	0	\$1,939,867	0			\$925,000	0	0	0	\$715,217	36,500	Children at risk	Statewide
(A) PREPLACEMENT PREVENTION	0	0	0			0	0	0	0	0	0		
(B) REUNIFICATION SERVICES	0	50,000	0			0	0	0	0	0	0		
4) TIME-LIMITED FAMILY REUNIFICATION	0	\$2,183,185	0			0	0	0	0	\$545,796	1,763	All Eligible Children	Statewide
5) ADOPTION PROMOTION AND SUPPORT	0	\$1,746,548				0	0	0	0	0	1,686	All eligible Children	Statewide
6) FOSTER CARE MAINTENANCE: (A) FOSTER FAMILY & RELATIVE FOSTER CARE	0				\$21,502,774		0	0	0	\$20,377,214	5,201	All eligible Children	Statewide
(B) GROUP/INSTITUTIONAL CARE	0				\$5,765,726		0	0	0	\$5,354,286	703	All eligible Children	Statewide
7) ADOPTION SUBSIDY PAYMENTS	0				\$9,392,244					\$8,722,016	3,103	All eligible Children	Statewide
8) INDEPENDENT LIVING SERVICES				\$1,695,116						\$423,779	2,338	All eligible Children	Statewide
8) ADMINISTRATION & MANAGEMENT	\$6,582,505	\$873,274			\$44,266,226					\$44,266,226			
9) STAFF TRAINING	0	0	0	0	\$4,365,611	0			0	0			
10) FOSTER PARENT RECRUITMENT & TRAINING	0		0		\$4,398,907	0			0	\$1,466,302			
11) ADOPTIVE PARENT RECRUITMENT & TRAINING	0		0		\$587,678	0			0	\$1,185,035			
12) CHILD CARE RELATED TO EMPLOYMENT/TRAINING	0				\$5,919,151				0	\$2,835,438	625	All eligible Children	Statewide
13) TOTAL	\$6,582,505	\$6,549,555	\$536,471	\$1,695,116	\$96,198,317	\$925,000	0	0	0	\$86,376,276			

\*States Only. Indian Tribes are not required to include information on these programs